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MEMORANDUM FOR: General Counsel

SUBJECT: Request for Legislation

FOIAB3B1 1. All of the legislation which the [] Office of Operations, requests at this time focuses on benefits for foreign national employees. It is, therefore, appropriate to review briefly here the terms of their employment, the circumstances surrounding their employment, and in general the kinds of people they are.

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FOIAB3B1 2. [] foreign national employees are those persons who are employed in one foreign country to work in another. They are generally people who have language qualifications not procurable in the immediate area of []. For the past five years they have been given a Transportation Agreement at the time they are hired, which agreement sets forth the conditions of travel to and from the []. Inadvertently a space was provided in the agreement form for entry of the salary to be paid. This resulted in the Transportation Agreement being regarded as a contract by the foreign national employees. Additionally, on arrival at the [] they are given a one-year appointment paper. This appointment paper is renewed each year and was originally instituted to keep recipients in the temporary employee status so that no deductions would have to be made from their salaries. [] has submitted the problem of determining a suitable method of employment for foreign nationals, contract, limited staff, etc., to the General Counsel for consideration. Foreign nationals are among the most valuable personnel assets of the Division. Many of them possess language qualifications which are difficult, if not impossible, to duplicate. The first six months to a year of their employment is relatively non-productive, but after this initial period they generally develop their full potential in radio monitoring and a good knowledge of the political, sociological and economic situations in the country or countries to which they are listening. For this reason it seems advisable to take all necessary measures to insure that they are retained in the service of [] for as long as possible. In comparison with what they could expect to earn in their countries of origin, they are well paid, but in spite of this they regard employment in [] as temporary since they cannot and would not in most cases consider becoming citizens of the countries in which they work. The representatives of the Inspector General recently returned from a visit to one [] where a large number of foreign nationals are employed, and they have informally opined that some career plan should be developed for foreign nationals. The following request for legislation is designed to meet this need.

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3. Retirement

It is understood that the Legislative Task Force of the Agency is presently sponsoring legislation which will provide

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a retirement plan for foreign national Agency employees. This will be most welcome and cannot help but encourage highly qualified foreign nationals to remain in the service of the Agency.

4. Schooling Allowances for Dependents of Foreign Nationals

It is understood that the Legislative Task Force of the Agency has this question under consideration but it may be worthwhile here to point out that the Comptroller has suggested that [] propose such legislation. The Comptroller bases his suggestion on the fact that machinery will soon be established to provide an allowance for the schooling of dependent children of classified employees under the Foreign Service Act. If this machinery can be extended to cover the dependent children of foreign nationals it will no longer be necessary to defray the expenses by using unvouchered funds. [] considered incorporating the expenses of schooling in the salaries paid to the principals, but the Classification and Wage Division of the Office of Personnel did not approve this proposal. This is reflected in the Enclosure, Memorandum to the Assistant Director for Operations from the Director of Personnel, dated 12 August 1955.

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5. Immigration

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In addition to the talents and qualifications which foreign nationals bring to [] in the course of their employment, they develop other skills which are valuable to the United States Government. It is therefore proposed that legislation be introduced which will provide a priority immigration status at the recommendation of the Chief of Station to foreign national employees who have served the United States Government for ten years or more outside the United States. In addition to providing the U.S. Government with a small cadre of people with useful talents, such legislation would be of tremendous importance in retaining these people in the service of the United States at its overseas stations for long periods of time.

GEORGE G. CAREY

Assistant Director for Operations

Enclosure: Memorandum dated 12 August 1955

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